

IN THE CLAIMS

For the convenience of the Examiner, all pending claims are provided whether or not an amendment has been made. Please amend the claims as indicated below:

1. A method of providing access privileges to records of members of a community, comprising the steps of:
  - storing an assignment of a member of a community to a first position in the community to generate a first relationship;
  - automatically providing a manager of the first position with access privileges to records of the member based on the first relationship;
  - storing an additional assignment of the member to a second position in the community to generate a second relationship; and
  - during pendency of the additional assignment, automatically providing a manager of the second position with disparate access privileges to records of the member based on the second relationship.
2. The method of Claim 1, wherein the manager of the second position has limited access privileges to records of the member.
3. The method of Claim 1, wherein the manager of the first position has access privileges to administrative records of the member denied to the manager of the second position.
4. The method of Claim 1, wherein the additional assignment comprises a temporary work assignment.
5. The method of Claim 1, wherein the community comprises a business and the member comprises an employee of the business.

6. The method of Claim 1, wherein the records comprise personnel records of the member.

7. A method of storing relationships between members of a community in a computer system, comprising the steps of:

storing a first assignment of a first member of a community to a first manager position in the community;

storing a second assignment of a second member of the community to a second manager position in the community; and

storing a third assignment of the first manager position to the second manager position.

8. (Amended) The method of Claim 7, further comprising the step of automatically providing the first manager position with at least a portion of the access privileges of the second manager position to records of members of the community reporting to the second manager position.

9. (Amended) The method of Claim 7, further comprising the step of automatically providing the first manager position with full access privileges of the second manager position to records of members of the community reporting to the second manager position.

10. (Amended) The method of Claim 8, wherein the access privileges provided to the first manager position exclude access privileges of the second manager position to administrative records of members of the community reporting to the second manager position.

11. The method of Claim 7, wherein the community comprises a business and the first and second members comprise employees of the business.

12. The method of Claim 7, wherein the records comprise personnel records of the member.

13. A system for providing access privileges to records of members within a community, comprising:

a plurality of allowed types of assignments of members of a community to positions in the community;

a record of assignments of members of the community to positions in the community; and  
disparate access privileges to records of a member for at least two of the allowed types of assignments.

14. The system of Claim 13, wherein the allowed assignments include assignments between positions in the community.

15. (Amended) The system of Claim 13, wherein a temporary [relationships] assignment of a member to a position [are] ~~is~~ associated with limited access privileges to records of the member.

#### REMARKS

This Application has been carefully reviewed in light of the Office Action mailed March 23, 1999. At the time of the Office Action, Claims 1-15 were pending in this patent application. The Examiner rejected Claims 1-15. Presently, Claims 8, 9, 10 and 15 are amended to clarify and not limit the scope of the present invention. Thus, Claims 1-15 remain pending in the application. Applicant respectfully requests reconsideration and favorable action in this case.

#### SECTION 102(b) REJECTIONS

Claims 1-2, 7-9 and 13-15 were rejected under 35 U.S.C. 102(b) as being anticipated by U.S. Patent No. 5,276,901 issued to Howell et al. (hereinafter "*Howell*"). Applicant respectfully traverses these rejections.

"A claim is anticipated only if each and every element as set forth in the claim is found, either expressly or inherently described, in a single prior art reference." *Verdegaal Bros. v.*